

# Other States Comparison Matrix

	MI	TX	SD	TN	NC	WY	MN
<b>Current Supply of Workers by Specialty</b>							
Data on Allied Health Professionals	X	X	X		X	X	X
Data on Physicians	X	X	X		X	X	X
Data on Public Health Professionals	X						
Data on Registered Nurses	X	X	X	X	X		X
Data on School Nurses							
Employment Status	X				X	X	
Hours Worked in an Average Week	X				X	X	X
Licensing Boards as Data Providers	X	X		X	X	X	
Licensure Status					X	X	
Number of Actively Licensed Professionals	X	X	X		X	X	
Percent Time in Direct Patient Care					X	X	
Practice Area	X		X			X	X
Specialties			X		X	X	X
Supply Statistics/Trends	X	X	X	X	X	X	
<b>Geographic Distribution of Workers by Specialty</b>							
Geographic Distribution	X	X			X	X	X
Practice/Work Setting	X		X		X	X	X
Region of Residence				X		X	
<b>Diversity of Workforce by Specialty</b>							
Age	X	X	X	X	X	X	X
Birth Year					X	X	
Gender	X	X		X	X	X	X
Languages Spoken	X					X	
Race/Ethnicity	X	X		X	X	X	X
<b>Current and Forecasted Demand by Specialty</b>							
Demand Statistics	X			X		X	
Percent of Vacancies/Turnovers				X	X	X	
Plans to Continue Practicing	X					X	
Professional Satisfaction	X						
<b>Education Capacity To Produce Workers</b>							
Educational Capacity	X					X	
Location of Education	X		X	X	X	X	X
<b>Other Data Available from Other States</b>							
Compensation and Fringe Benefits	X						
Data for Purchase					X		
Disadvantaged Patients Seen by Dentists	X					X	
Hospital/Facility Data			X		X	X	
Income					X		
Infant Mortality Rates					X		
Salary Information				X			
Vital Statistics					X		
<b>Resources Available from Other States</b>							
Fact Sheets			X		X		
Form of Employment					X		
Grants				X	X		X
J-1 Visa Waiver Program			X			X	X
Loan Repayment Program		X	X	X		X	X
Mail Survey Instrument	X					X	
Major Clinical Area					X		



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<b>Resources Available from Other States</b>							
Online Survey Instrument	X					X	
Pipeline Development			X	X			
Practice Capacity/Acceptance of Medicaid	X					X	
Publications	X	X	X	X	X	X	X
Recruitment & Retention Information	X	X	X	X		X	X
Resources Available	X	X	X	X	X	X	X
Scholarship Program		X	X	X		X	
Shortage Designation Maps		X	X			X	X
Statewide Marketing Components				X			
Toolkit				X			
Tuition Reimbursement Program			X			X	
Use of Computer Technology	X		X				

### **Matrix Terms Reference**

*Licensure Status:* Refers to whether the participant is "active" meaning licensed and currently practicing or "inactive" meaning retired or employed in a different field

*Practice Area:* (for RNs) Med-Surg, critical care, surgery, obstetrics, emergency/urgent care, geriatrics/elderly care, pediatrics, case management, psychiatric/mental health, oncology, general/family practice, patient education

*Employment Status:* Refers to whether the participant is providing patient care services in the state; no patient care in the state, but working in the state; working as a healthcare professional in the field they're licensed, but not in the state; or not working as a healthcare professional in the field they're licensed

*Practice/Work Setting:* Private solo, private group, community-based nonprofit, local health department or other government agency as well as hospital inpatient, hospital outpatient, non-hospital outpatient, physician's office, nursing home/long-term care facility, home health, public/community health, school health, hospice, nursing education, insurance company/health plan, traveling/temporary nurse, other

*Plans to Continue Practicing:* Data are for active licensed professionals to assist in projecting the future supply; licensees are asked to predict how long they plan on continuing to practice (1-5 years, 6-10, up to more than 30 years)

*Location of Education:* Refers to where the provider attended school (in-state, out-of-state, in another country); Also refers to level of education (i.e. all degrees completed)

*Recruitment and Retention Information:* Programs offered to assist communities in recruiting healthcare professionals, such as tuition reimbursement, scholarships & loan repayment; Articles on ways to increase employee retention and reduce turnover rate.

*Shortage Designation Maps:* Health Professional Shortage Area (HPSA) and Medically Underserved Area (MUA)

*Use of computer technology:* Doctors who use computer technology for receiving and transmitting information, such as lab results, x-rays, or hospital records, and those who utilize medical records, electronic prescriptions or or communicate with patients by computer

*Resources:* Include fact sheets on healthcare professionals (# of, demographics), license applications, statutes, links to other websites providing information and data

*Specialties:* (SD) For physicians=Family Practice, General Practice, Internal Medicine, Obstetrics/Gynecology, Pediatrics, Other specialties; (WY) For physicians= also Anesthesiology, Radiology, Cardiovascular Disease, Ophthalmology, Dermatology, Pathology, Allergy, Plastic Surgery, etc. (for a full list, please visit <http://www.wyominghealthcarecommission.org/handbook/physicians.pdf>) (WY) For nurses=Acute Care Nurse Practitioner, Adult Nurse Practitioner, Cardiology, Certified Nurse Anesthetist, Certified Nurse Midwife, CS-Acute Care, CS-Psych./Mental Health, Family Nurse Practitioner, Geriatric Nurse Practitioner, Neonatal Nurse Practitioner, Nephrology, Oncology, Pediatrics, Psychiatry, WHCNP; (WY) For dentists= General Dentistry, Orthodontic, Pediatrics, Periodontics, Endodontic, Oral Maxillofacial Surgery Radiology, Oral Surgery

*Hospital/Facility Data:* (NC) General hospital discharges, general hospital beds, nursing facility beds

*Income:* (NC) Per capita income for active health professionals by county; *Salary:* (TN) information about salaries by shift, bed size, and location of hospital

*Pipeline Development:* (TN) Offers articles and strategies for success, TN Health Careers Program, they put on Career Exploration Mega-Fairs, provide grant-funded pilot programs, developed a Pipeline Project Committee

*Toolkit:* (TN) A guide written for people new to the role of workforce strategist and those who wish to hone their skills; it contains tips about strategic planning and marketing